INDEX

Personnel Management Volume 22 1990

Titles

Adapting management style for the organisation of the future	Graham Prentice	June
Are long-term deals a safe bet?	Peter Wickens and Angela Wright	Oct
Are the British qualified to join Europe?	Ron Johnson	May
Awards for employees who go through the mill	Jane Pickard	Feb
Beyond the mechanics of HRD	Bryan Webster	Mar
Cafeteria route to compensation, The	Carol Woodley	May
Can unions and productivity ever be compatible?	Peter Ingram and Esmond Lindop	July
'Candidate-friendly' selection for the 1990s	Peter Herriot and Clive Fletcher	Feb
Casting off from national negotiations	Michael Jackson and John Leopold	April
Changing managers' behaviour through computer simulations	Riva Krut and Marion Bulgen	May
Collective bargaining in the new Europe	Peter Coldrick	Oct
Corporate strategy: a no-go area for personnel?	Chris Brewster and Christopher Smith	July
Customer service: what do clients really want?	Alistair Mant	Oct
Devolving job evaluation	Steve Spencer	Jan
Discriminating approach to appraisal, A	Barbara Townley	Dec
Engineering tools up for local bargaining	Jane Pickard	Mar
Forgotten carers, The	Dianah Worman	Jan
Getting pension schemes in shape to fight back	Richard Stroud	Dec
Grants grows its own grapevine	Mark Withers and Brian Hurley	Nov
Has industry seen the green light?	Stephen Crabb	April
Headhunting without tears	John Adshead	Oct
Healthy approach to performance appraisal, A	John Wilson and Graham Cole	June
Heirs apparent: succession strategies for the future	Lynda Gratton and Michel Syrett	Jan
Hill Street clues: the US police record on promoting women	Zsuzsanna Adler	Aug
Holding managers to account on safety	Philip James	April
How organisations can survive redundancy	John Wood	Dec
How the port employers off-loaded the past	Joe Rayner	June
Impact of divorce on work, The	Nancy Paul and Andrea Warfield	Feb
Improved connections at BT's development centres	David Beard and Geoff Lee	April
Innovative teams at work	Neil Anderson, Gillian Hardy and Michael West	Sept
Integrating selection in a merged company	Rob Jones	Sept
International management development and the balance between generalism and professionalism	Paul Evans	Dec
New direction for the Myers-Briggs Type Indicator, A	Rowan Bayne	Mar
New steps to professional qualification	David Farnham	Sept
Open track to elite status, The	Stephen Colloff and Peter Goodge	Nov
Organic way to grow managers, The	Ken Bowman	Oct
Organisation design: getting the chemistry right	George Pullan	Aug
Performance management: the MBO of the '90s?	Alan Fowler	July
Performance-related pay on the shopfloor	Nick Kinnie and David Love	Nov
Personnel management in local government: the new agenda	Ian Kessler	Nov
Personnel management in the 1990s	Rhiannon Chapman	Jan
Personnel's role on the campus	Dick Mackie	May
Portrait of today's young generation	Neville Butler and Adrian Gozzard	Oct
Preparing the groundwork to track the high fliers	Alison Higgins and Christopher Blakeley	Feb
Prognosis for local bargaining in health and education	Roger Seifert	June
Ringing in the changes	Stephen Crabb	Aug
Search for strategic HRM, The	Michael Armstrong and Roger Cooke	Dec
Sheffield forges ahead on training	Richard Field	Oct
Should management development just be for managers?	Edgar Wille	Aug
Single table talk	Paul Marginson and Keith Sisson	May
Strategic future for personnel? A	Nick Georgiades	Feb
Targeted approach to recruitment, The	Lorraine Paddison	Nov
Teaching supervisors to coach	Bill Halson	Mar
Towards a European approach to personnel management	Keith Thurley	Sept
UK employment practices after the social charter	Mark Hall	Mar
Uncertain future of industrial relations, The	Brian Ward Lilley	Sept
Unsung heroes of dispute resolution, The	Sir Pat Lowry	Aug
Way to cable change, The	Stephen Crabb	June
When pay gets personal	Jane Pickard	July
When training turns into a box office hit	Jane Pickard	Jan
Where business schools fail to meet business needs	Alan Warner	July
Why equality won't appear on the bargaining agenda	Linda Dickens and Trevor Collins	April

KEY:

C	*— Comment*	**P in P**	*— Personnel in practice*
C' file	*— Computerfile*	**PMQ**	*— PM's question time*
Euro	*— Eurofile*	**RR**	*— Recruitment report*
OS	*— Open space*	**TEx**	*— Training extra*

Authors

Adler, Zsuzsanna	Hill Street clues: the US police record on promoting women	Aug
Adshead, John	Headhunting without tears	Oct
Aikin, Olga	Law at work	Feb-Apr, June, July, Sept-Nov
Anderson, Neil	Innovative teams at work	Sept
Armstrong, Michael	Search for strategic HRM, The	Dec
Bayne, Rowan	New direction for the Myers-Briggs Type Indicator, A	March
Beard, David	Improved connections at BT's development centres	April
Blakeley, Christopher	Preparing the groundwork to track the high fliers	Feb
Boosey, Alan	Media news (RR)	Jan-Dec
Bowman, Ken	Organic way to grow managers, The	Oct
Brewster, Chris	Corporate strategy: a no-go area for personnel?	July
Brown, Alice	Research into arbitration (News focus)	May
Bulgen, Marion	Changing managers' behaviour through computer simulations	May
Butler, Neville	Portrait of today's young generation	Oct
Chapman, Rhiannon	Personnel management in the 1990s	Jan
Clark, Steve	Casual attitude to safety (PMQ)	May
Coldrick, Peter	Collective bargaining in the new Europe	Oct
Cole, Graham	Healthy approach to performance appraisal, A	June
Colling, Trevor	Why equality won't appear on the bargaining agenda	April
Colloff, Stephen	Open track to elite status, The	Nov
Constable, John	Test of management, The (C)	Nov
Cooke, Roger	Search for strategic HRM, The	Dec
Crabb, Stephen	Has industry seen the green light?	April
	Ringing in the changes	Aug
	Way to cable change, The	June
Curnow, Barry	Short-term threat, The (C)	Oct
Currie, Donald	A storm in a teacup (PMQ)	Mar
Dickens, Linda	Why equality won't appear on the bargaining agenda	April
Evans, Gwyn	Missing ingredient in pay bargaining, The (C)	Mar
Evans, Jane	Casual attitude to safety (PMQ)	May
Evans, Paul	International management development and the balance between generalism and professionalism	Dec

Farnham, David	New steps to professional qualification	Sept
Field, Richard	Sheffield forges ahead on training	Oct
Flegg, David	Reviews/Screentest (TEx)	Jan-Dec
Fletcher, Clive	'Candidate-friendly' selection for the 1990s	Feb
Foulds, Jim	Time to upgrade the graduate recruitment job (C)	Feb
Fowler, Alan	Performance management: the MBO of the '90s?	July
	Personnel standards for line managers (P in P)	Mar
Furnham, Adrian	Question of competency, A (OS)	June
Georgiades, Nick	Strategic future for personnel? A	Feb
Goodge, Peter	Open track to elite status, The	Nov
Gozzard, Adrian	Portrait of today's young generation	Oct
Gratton, Lynda	Heirs apparent: succession strategies for the future	Jan
Hall, Mark	UK employment practices after the social charter	March
Halson, Bill	Teaching supervisors to coach	March
Hardy, Gillian	Innovative teams at work	Sept
Haywood, John	Whatever happened to the DMS? (OS)	Dec
Herriot, Peter	'Candidate-friendly' selection for the 1990s	Feb
Higgins, Alison	Preparing the groundwork to track the high fliers	Feb
Holman, Giles	Who needs total quality when you can finish fourth! (C)	Aug
Holroyde, Geoffrey	Age of the Eurograduate recruiter, The (C)	July
Hurley, Brian	Grants grows its own grapevine	Nov
Ingram, Peter	Can unions and productivity ever be compatible?	July
Jackson, Michael	Casting off from national negotiations	April
James, Philip	Holding managers to account on safety	April
Jenkins, Clive	Who will gain from a new industrial court? (OS)	Aug
Johnson, Peter	Unique opportunity for the NHS, A (C)	Aug
Johnson, Ron	Are the British qualified to join Europe?	May
	Case for a training tax, The (C)	Dec
Jones, Rob	Integrating selection in a merged company	Sept
Kenny, Terence	Recovering the cost of training (C)	Apr
Kessler, Ian	Personnel management in local government: the new agenda	Nov
King, Jerry	Learning to lead (TEx)	Sept
Kinnie, Nick	Performance-related pay on the shopfloor	Nov
Krut, Riva	Changing managers' behaviour through computer simulations	May
Lee, Geoff	Improved connections at BT's development centres	April
Leopold, John	Casting off from national negotiations	April
Lindop, Esmond	Can unions and productivity ever be compatible?	July
Love, David	Performance-related pay on the shopfloor	Nov
Lowry, Sir Pat	Changing IR scene, The (C)	May
	Unsung heroes of dispute resolution, The	Aug
Mackie, Dick	Personnel's role on the campus	May
Mant, Alistair	Customer service: what do clients really want?	Oct
Marginson, Paul	Single table talk	May
McHale, Jo	Reviews/Screentest (TEx)	Jan-Dec
McHardy, Philip	Casual attitude to safety (PMQ)	May
Mill, Cherry	Eurofile	July-Dec
Murlis, Helen	Pay column	Feb, May, Aug, Nov
Nixon, Bruce	Learning to lead (TEx)	Sept
Paddison, Lorraine	Targeted approach to recruitment, The	Nov
Paul, Nancy	Impact of divorce on work, The	Feb
Perkins, Brian	Outplacement from the inside (OS)	Apr
Pickard, Jane	Awards for employees who go through the mill	Feb
	Engineering tools up for local bargaining	March
	When pay gets personal	July
	When training turns into a box office hit	Jan
Pitts, Grahame	Learning to lead (TEx)	Sept
Prentice, Graham	Adapting management style for the organisation of the future	June
Pullan, George	Organisation design: getting the chemistry right	Aug
Rayner, Joe	How the port employers off-loaded the past	June
Reding, Derrick	Opportunity for change in engineering (C)	Jan
Richards-Carpenter, Colin	Computerfile	Jan-Dec
Rowe, Eileen	A storm in a teacup (PMQ)	Mar
Rushby, Nick	Training and technology	Jan-Dec
Seifert, Roger	Prognosis for local bargaining in health and education	June
Sigman, Aric	Health matters	July-Dec
Sisson, Keith	Single table talk	May
Smith, Christopher	Corporate strategy: a no-go area for personnel?	July
Spencer, Steve	Devolving job evaluation	Jan
Stroud, Richard	Getting pension schemes in shape to fight back	Dec
Syrett, Michel	Heirs apparent: succession strategies for the future	Jan
Thurley, Keith	Towards a European approach to personnel	Sept
Townley, Barbara	Discriminating approach to appraisal, A	Dec
Travers, John and Tuck, Paul	The business of retention (PMQ)	Aug
Ward, Greta	Trials and tribulations (OS)	Nov
Ward Lilley, Brian	Uncertain future of industrial relations, The	Sept
Warfield, Andrea	Impact of divorce on work, The	Feb
Warner, Alan	Where business schools fail to meet business needs	July
Webb, Tim	Negotiating for training (OS)	May
Webster, Bryan	Beyond the mechanics of HRD	March
West, Michael	Innovative teams at work	Sept
Wickens, Peter	Are long-term deals a safe bet?	Oct
	Strategic role for personnel, A (C)	June
Wille, Edgar	Should management development just be for managers?	Aug
Wilson, John	Healthy approach to performance appraisal, A	June
Withers, Mark	Grants grows its own grapevine	Nov
Wood, John	How organisations can survive redundancy	Dec
Woodley, Carole	Cafeteria route to compensation, The	May
Worman, Dianah	Forgotten carers, The	Jan
Wright, Angela	Are long-term deals a safe bet?	Oct
Wyche, Chris	British Airways flies the marketing flag (RR)	Oct

Subject classification

COMPUTERS IN PERSONNEL

Budgeting for manpower needs	Dec
Changing managers' behaviour through computer simulations	May
CIP conference report (News)	Aug
Compelling approach to software, A	Aug
Consulting the oracle	Nov
Develop or replace – the DP dilemma	Jan
Developing data users	Feb
Essential skills of the personnel systems consultant	Oct
Exhibition round-up: CIP '90	June
Five things you never knew about CPISs	Sept
Monitoring equality	Mar
Origin of software consultancies, The	Apr
Personnel power plant has arrived, The	July
Preparing the groundwork to track the high fliers	Feb
Testing times for CBT courseware designers (TEx)	July

EDUCATION/INDUSTRY LINKS

Attempt to bridge sectarian divide	Aug
Business and schools are now less close	Nov
Compacts to go to TECs	Jan
Evidence shows employers are responsible for weak links	July
Help wanted for students' EC trips	Mar
Hoechst UK joins the 'German system'	Oct
Industry pressed to take more teachers	June
Language initiative launched in London	Dec
Mentoring scheme for black students	Sept
Rover launches plan for work experience	Feb
Sector promotes printers' links	May
Working towards the new A-level	Apr

EMPLOYEE RELATIONS AND INVOLVEMENT

Can unions and productivity ever be compatible?	July
Casting off from national negotiations	Apr

Changing IR scene, The (C) May
Collective bargaining in the new Europe Oct
Engineering tools up for local bargaining Mar
How the port employers off-loaded the past June
Negotiating for training (OS) May
Opportunity for change in engineering (C) Jan
Prognosis for local bargaining in health and education June
Research into arbitration (News focus) May
Ringing in the changes Aug
Rover workers hesitate over new hours deal (News focus) June
Single table talk May
TUC report (News) Oct
UK employment practices after the social charter Mar
Uncertain future of industrial relations, The Sept
Unsung heroes of dispute resolution, The Aug
When pay gets personal July
Who will gain from a new industrial court? (OS) Aug
Why equality won't appear on the bargaining agenda Apr

EQUAL OPPORTUNITIES

Developments in equality (Law) Sept
Discriminating approach to appraisal, A Dec
Forgotten carers, The Jan
Full agenda on equal opportunities, A Aug
Hill Street clues: the US police record on promoting women Aug
Mentoring scheme for black students (TEx) Sept
Monitoring equality (C' file) Mar
Reskilling when disability strikes (TEx) Dec
Targeted approach to recruitment, The Nov
TUC women's conference report (News) May
Why equality won't appear on the bargaining agenda Apr

EUROPE AND INTERNATIONAL

Age of the Eurograduate recruiter, The (C) July
Are the British qualified to join Europe? May
Collective bargaining in the new Europe Oct
Co-ordinated approach to vocational training, A Aug
Direct action on work begins to take shape Oct
Dual system opens for Euro business (TEx) May
Employment law in the Community Dec
From Russia in quest of management skills (TEx) June
Full agenda on equal opportunities, A Aug
Help wanted for students' EC trips (TEx) Mar
Hill Street clues: the US police record on promoting women Aug
International management development and the balance between generalism and professionalism Dec
International personnel management conference report (News) June
IPM in Ireland conference report (News) June
Recruitment sans frontieres Nov
Tougher approach to health and safety, A July
Towards a European approach to personnel management Sept
UK employment practices after the social charter Mar

HEALTH AND SAFETY

Caffeine trap, The July
Casual attitude to safety (PMQ) May
Employee health (Factsheet 27) Mar
Fats and fallacies Nov
Holding managers to account on safety Apr
How reverting to type can be dangerous Oct
Immunity and the workplace Sept
In the mood Aug
Think before you drink Dec
Tougher approach to health and safety, A (Euro) July

LABOUR MARKET

Business of retention, The (PMQ) Aug
'Candidate-friendly' selection for the 1990s Feb
Forgotten carers, The Jan
Portrait of today's young generation Oct
Sector promotes printers' links (TEx) May
Winning ads reflect job market changes (RR) May

LEGISLATION AND LAW AT WORK

Confusion over the Wages Act July
Continuity of employment Feb
Developments in equality Sept
Employment law in the Community (Euro) Dec
Mutual termination of a contract June
Question of consistency, A Oct
Rights and wrongs in contracts of employment Nov
Who will gain from a new industrial court? (OS) Aug
Working for an associated company Mar
Written reasons for dismissal Apr

MANAGEMENT TRAINING AND DEVELOPMENT

Changing managers' behaviour through computer simulations May
Dual system opens for Euro business (TEx) May
From Russia in quest of management skills (TEx) June
Improved connections at BT's development centres Apr
International management development and the balance between generalism and professionalism Dec
Learning to lead (TEx) Sept
Management Charter 'competences' (News) Nov
Open track to elite status, The Nov
Organic way to grow managers, The Oct
Question of competency, A (OS) June
Short, sharp shock approach to secondment, The (TEx) Jan
Should management development just be for managers? Aug
Test of management, The (Charter Initiative) (C) Nov
Whatever happened to the DMS? (OS) Dec
Where business schools fail to meet business needs July
Yorkshire Water's 'Managing for productivity' programme (TEx) Nov

PAY AND CONDITIONS

Are long-term deals a safe bet? Oct
Cafeteria route to compensation, The May
Confusion over the Wages Act (Law) July
EC's working time directives (Euro) Oct
Getting pension schemes in shape to fight back Dec
Missing ingredient in pay bargaining, The (C) Mar
Pay column Feb, May, Aug, Nov
Performance-related pay (Factsheet 30) June
Performance-related pay on the shopfloor Nov
Portable pensions (Factsheet 32) Aug
Rover workers hesitate over new hours deal (News focus) June
When pay gets personal July

PERSONNEL MANAGEMENT – GENERAL

Beyond the mechanics of HRD Mar
Corporate strategy: a no-go area for personnel? July
Harrogate conference report (News) Dec
Has industry seen the green light? Apr
Keeping the examiners happy (Students) May
New steps to professional qualification Sept
Personnel management in local government: the new agenda Nov
Personnel management in the 1990s Jan

Personnel standards for line managers (P in P) Mar
Personnel's role on the campus May
PM Expert – winning entries Dec
Search for strategic HRM, The Dec
Short-term threat, The (C) Oct
Strategic role for personnel, A (C) June
Strategic future for personnel? A Feb
Towards a European approach to personnel management Sept

PERSONNEL PRACTICE AND TECHNIQUES

Absenteeism (Factsheet 28) April
Adapting management style for the organisation of the future June
Budgeting for manpower needs (C file) Dec
Business of retention, The (PMQ) Aug
Customer service: what do clients really want? Oct
Devolving job evaluation Jan
Discriminating approach to appraisal, A Dec
Grants grows its own grapevine Nov
Healthy approach to performance appraisal, A June
Heirs apparent: succession strategies for the future Jan
Hill Street clues: the US police record on promoting women Aug
How organisations can survive redundancy Dec
Impact of divorce on work, The Feb
Incentive programmes (Factsheet 33) Sept
Innovative teams at work Sept
Manpower planning (Cfile) Dec
New direction for the Myers-Briggs Type Indicator, A Mar
Organisation design: getting the chemistry right Aug
Outplacement from the inside (OS) Apr
Performance management: the MBO of the '90s? July
Preparing the groundwork to track the high fliers Feb
Pre-retirement (Factsheet 35) Nov
Producing a video (Factsheet 26) Feb
Ringing in the changes Aug
Short, sharp shock approach to secondment, The (TEx) Jan
Team building (Factsheet 34) Oct
Time management (Factsheet 36) Dec
Total quality (Factsheet 29) May
Trials and tribulations (trial periods) (OS) Nov
Way to cable change, The June

PUBLIC SECTOR

Innovative teams at work Sept
New module army to fight ill health, A (TEx) Feb
NHS personnel conference report (News) Aug
Personnel management in local government: the new agenda Nov
Personnel standards for line managers (P in P) Mar
Prognosis for local bargaining in health and education June
SOCPO conference report (News) May
Unique opportunity for the NHS, A (C) Sept

RECRUITMENT AND SELECTION

Age of the Eurograduate recruiter, The (C) July
Anatomy of a selection assignment (RR) Aug
Association of Graduate Recruitment conference report (News) Aug
British Airways flies the marketing flag (RR) Oct
'Candidate-friendly' selection for the 1990s Feb
Executive search (Factsheet 31) July
Graduate survival at the Stock Exchange (TEx) Apr
Headhunting without tears Oct
Integrating selection in a merged company Sept
Media news Jan-Dec
Recruitment advertising awards (RR) May
Recruitment sans frontieres (Euro) Nov
Targeted approach to recruitment, The Nov
Time to upgrade the graduate recruitment job (C) Feb

TRAINING AND DEVELOPMENT

Are the British qualified to join Europe? May
Awards for employees who go through the mill Feb
Business skills for language graduates (TEx) Mar
Case for a training tax, The (C) Dec
Changing world of employee development, The (Students) Nov
Co-ordinated approach to vocational training, A (Euro) Aug
Education and training conference report (News) Aug
Ford's development scheme bears fruit (News focus) Oct
Graduate survival at the Stock Exchange (TEx) Apr
Language training (Factsheet 25) Jan
Launch of first TECs (News focus) Apr
Negotiating for training (OS) May
New module army to fight ill health, A (TEx) Feb
New steps to professional qualification Sept
Open approach to retail training, An (TEx) Aug
Putting knowledge to practical use (Students) Dec
Recovering the cost of training (C) Apr
Reskilling when disability strikes (TEx) Dec
Sheffield forges ahead on training Oct
Tapping hidden skills (TEx) Oct
Teaching supervisors to coach Mar
Team building (Factsheet 34) Oct
TEC news Oct-Dec
Testing times for CBT courseware designers (TEx) July
What future for the Training Agency? (News focus) Aug
When training turns into a box office hit Jan

TRAINING AND TECHNOLOGY

Anatomy of a conference Dec
Back to the basics? Jan
Beyond the language lab Feb
Compact disc's rivals jostle for position Aug
Expanding market in authoring systems, The Apr
Furnishing the mind June
Guidelines on design Oct
Keeping tabs on trainees Mar
Responding to a real need Nov
Sessions by satellite Sept
UK stays ahead on IV courseware design, The May
Why Delta is vital to the future of training July

PROFILES

Caines, Eric	Director of personnel NHS Management Executive	June
Clarke, Michael	Chief executive, Local Government Personnel and Management Board	May
Drummond, Peter	President, National Association of Health Service Personnel Officers	Nov
Foulds, Jim	Director, employment affairs Chemical Industries Association	Aug
Guest, David	Professor of occupational psychology Birkbeck College	Sept
Meakin, Rob	Personnel director, Rover Group	Apr
Osbaldeston, Michael	Chief executive, Ashridge Management College	Jan
Poole, Roger	National officer, NUPE	Mar
Robertson, Sydney	Head of human resources, British Petroleum	Oct
Trainer, Lorraine	Head of human resources, Stock Exchange	July

FACTSHEETS

Absenteeism	April	Portable pensions	Aug
Employee health	March	Pre-retirement	Nov
Executive search	July	Producing a video	Feb
Incentive programmes	Sept	Team building	Oct
Language training	Jan	Time management	Dec
Performance-related pay	June	Total quality	May